

ASLTIP Code of Conduct

Professionalism with Heart, Accountability with Integrity



**Guidance for members of the Association of Speech and Language Therapists in
Independent Practice**

2026

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Preface

This refreshed Code replaces the 2019 version and reflects ASLTIP's values of professionalism, connection, and trust.

It draws on current HCPC and RCSLT standards and modern allied health codes to create a practical, values-led guide that supports members in everyday decision-making.

The Code balances clarity with warmth and introduces examples and clear statements to help members navigate areas such as supervision, inclusion, marketing, and digital practice with confidence.

Purpose

This Code sets out the professional and ethical standards expected of all ASLTIP members.

It helps clients, families and colleagues trust that members deliver safe, effective and person-centred speech and language therapy.

The Code complements the standards of the Health and Care Professions Council (HCPC) and the Royal College of Speech and Language Therapists (RCSLT), and applies to all ASLTIP members – whether working independently, in partnership, or within NHS and education settings.

[Links: [HCPC Standards of Conduct, Performance and Ethics](#) | [RCSLT Professional Guidance](#)]

How to Use This Code

The Code is a practical guide to professional judgement. It encourages reflection and shared discussion rather than acting as a checklist.

The examples illustrate good practice but are not exhaustive – they are prompts for reflection and conversation.

Members are encouraged to revisit the Code regularly, use it alongside supervision and reflective practice, and refer to it when making professional decisions.

Scope and Definitions

This Code applies to all ASLTIP members, including those:

- working independently as sole practitioners or business owners;
- employed by or contracting to another independent practice; or
- working both independently and within statutory or educational services.

Client includes individuals, families, carers, and organisations commissioning services.

Independent practice means any work undertaken outside direct NHS employment – for example, providing therapy through your own business, as a self-employed contractor, or while working for an education setting or charity.

Colleague refers to professionals across health, education, and social care, regardless of employer.

1. Professionalism with Heart

We bring empathy, honesty and professional integrity to every interaction. Clinical excellence and kindness go hand in hand.

Members:

- Put clients first, prioritising wellbeing, dignity and informed choice.
- Practise within their competence and seek supervision or advice when needed.
- Communicate clearly and respectfully, using plain language and active listening.
- Be open about the evidence base for their approaches, supporting informed decisions.
- Act with reliability and fairness in all professional relationships.
- Demonstrate integrity in all settings and comply with HCPC and RCSLT standards.

For example:

Explain assessment results in accessible language, discuss the evidence behind your recommendations, and agree goals collaboratively.

Avoid:

Offering a service beyond your competence or allowing personal views to compromise professional judgement.

2. Inclusion and Equity

We work inclusively and equitably, recognising the uniqueness of every person and community we serve.

Members:

- Provide accessible, person-centred services that value individual strengths and preferences.
- Strive to overcome barriers to communication, participation and equality.
- Use culturally responsive and neurodiversity-affirming practice that values different ways of thinking and communicating.
- Treat everyone with respect, free from discrimination, bias or assumption.
- Reflect on their practice and seek feedback to improve inclusion and accessibility.

For example:

Adapt materials and communication for a client's language, culture or sensory preferences, and check accessibility for online sessions.

Avoid:

Excluding, stereotype or make assumptions about anyone based on disability, neurotype, culture, gender or belief.

3. Community, Supervision and Collaboration

We believe in community over competition. Collaboration and reflection strengthen our profession and improve outcomes for those we support.

Members:

- Work constructively with colleagues across sectors and within the independent community.
- Recognise and value the contribution of peers, welcoming new practitioners and sharing knowledge generously.
- Engage in regular supervision and peer reflection to maintain safe, high-quality practice.
- Seek advice early when uncertainty arises or when practice feels challenging.
- Participate in ASLTIP's learning opportunities and local groups to share experience and strengthen the community.
- Offer support to colleagues with professionalism, kindness and respect.

For example:

Discuss complex cases in supervision, share strategies with peers, and reflect on feedback to inform your future work.

Do not:

Work in isolation, disregard constructive feedback, or undermine colleagues in public or online settings.

[Link: [ASLTIP Supervision and Support Resource](#)]

4. Independence, Accountability and Public Trust

With independence comes responsibility for transparency, ethical business practice, and evidence-based decision-making.

Members:

- Hold appropriate professional registrations and insurance (essential for ASLTIP membership).
- Manage finances honestly and diligently, meeting tax and business obligations.
- Publish clear terms and conditions that set out responsibilities, fees, and cancellation policies.
- Use supervision, audit and peer review to reflect on practice and ensure accountability.
- Practise transparently, explaining the evidence base and rationale for all therapy approaches.
- Manage conflicts of interest appropriately and act with integrity in commercial relationships.
- Maintain behaviour and communication that uphold public confidence in speech and language therapy and ASLTIP.

For example:

Discuss the evidence supporting your chosen approach, renew insurance annually, and review your business practices to ensure transparency and protection for clients.

Do not:

Ignore financial or legal obligations, make misleading claims, or use unproven methods without explaining the available evidence and risks.

[Links: [ASLTIP Marketing and Communications Guidance](#) | [ASLTIP Member Logo Use Policy](#) | [HCPC Standards](#) | [RCSLT Guidance](#)]

5. Digital Practice and Data Security

We use digital tools responsibly to support communication, record keeping and service delivery, always protecting the privacy and trust of those we work with.

Members:

- Keep accurate, secure and timely records, and understand their obligations under data protection law.
- Use safe, transparent systems for storing, sharing and deleting data, including audio, video and digital media.
- Obtain informed consent for any form of data use, recording or digital communication, including messaging and AI tools.
- Protect confidentiality across all digital platforms and devices.
- Stay informed about emerging technologies and the risks they may pose to data security and professional boundaries.

For example:

Store records securely (digital or paper), delete files safely when no longer needed, and gain explicit consent before using client material for training or AI-assisted purposes.

Do not:

Share identifiable client information without consent or use personal or encrypted messaging for clinical purposes without clear, informed agreement.

6. Wellbeing, Concerns and Review

Our wellbeing, reflection and accountability safeguard both clients and practitioners.

Members:

- Manage workload and maintain healthy boundaries to sustain safe, effective practice.
- Act with environmental responsibility where possible, recognising that sustainability supports both wellbeing and ethical care.
- Speak up early if they have a concern about professional practice, safety or wellbeing.
- Understand that ASLTIP handles concerns sensitively and confidentially where possible but must act on serious breaches of professional or legal standards.
- Support colleagues who seek help, recognising that asking for support is a sign of professionalism.
- Engage openly in any review process and use feedback to improve practice.

For example:

If you're worried about a situation that may affect client safety or professional standards, contact ASLTIP for advice. We'll listen, guide you to the right process, and handle your concern with discretion and respect.

Do not:

Ignore concerns, obstruct review processes, or neglect your own wellbeing to the point that it compromises care.

The Code forms part of ASLTIP membership conditions and will be reviewed every three years, or sooner if professional or regulatory standards change.

[Links: ASLTIP Concerns Procedure (pending) | [ASLTIP Values](#)]

In Summary

The ASLTIP Code of Conduct sets out the values and professional behaviours expected of members of the Association of Speech and Language Therapists in Independent Practice.

Independent speech and language therapists work with autonomy and professional judgement. This independence is a strength. It allows members to respond flexibly to the needs of the people and organisations they support.

At the same time, independence does not mean working alone. ASLTIP members belong to a professional community that values collaboration, shared learning and ethical practice.

This Code brings those principles together. It provides a clear framework to support reflection, guide professional decisions and strengthen trust in the services members provide.

Members are encouraged to use the Code in everyday practice: revisiting it regularly, discussing it in supervision and peer conversations, and using it to guide decisions when challenges arise.

ASLTIP members practise independently, but they are united by shared standards, professional integrity and a commitment to the people they serve.

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Lead Author: Lyndsey Allen (Vice-Chair)

Email: Vice-chair@asltip.com